

**EFFECTS OF HUMAN RESOURCE MANAGEMENT PRACTICES ON  
ORGANIZATIONAL PERFORMANCE: A STUDY IN ENAMC AS A  
PUBLIC MANUFACTURING COMPANY IN ALGERIA**

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PUBLIC MANUFACTURING COMPANY IN ALGERIA**

**By  
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**A project paper submitted to  
Othman Yeop Abdullah Graduate School of Business,  
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In Fulfilment of the Requirement for Master of Human resource Management**

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## **ABSTRACT**

This study investigates the effects of Human Resource Management practices on organizational performance, which include practices such as recruitment and selection process, training and development practice, compensation and benefits system and performance appraisal system and are treated as independent variables. The study was conducted in public manufacturing company in Algeria ENAMC. The data was collected and analyzed objectively from a total of 130 responses; examined if Human Resource Management practices have significant effects on organizational performance. The aim is to get a clear and actual picture of the effects of Human Resource Management practices on organizational performance. The finding indicates that, there are positive effects of Human Resource Management practices on organizational performance. This study is important for several reasons. Firstly, recognizing positive effects between, HRM and organizational performance; secondly, to clarify the problems and barriers encountered in the application of human resource programs in Algerian companies in the context of the case included in this study. Thirdly, to participate in and contribute to research, resulting in Knowledge increase, and lastly, to assist scholars and other researchers in the HRM field.

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*Saoula Oussama*

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## **CHAPTER 1 INTRODUCTION**

This chapter presents an introduction to this study to give a clear picture of the research. The discussion will be on the practices of Human resource management namely; recruitment and selection process, training and development practices, compensation and benefits system and performance appraisal system and its effects on organizational performance. This chapter contains (1) Background of the Study, (2) Problem Statement, (3) Research Questions, (4) Research Objectives, (5) Significant of the Study, (6) Scope and Limitation of the Study, and (7) Organization of the thesis.

### **1.1 Background of the study**

Changing business environment in knowledge economy has made the use of human resource management (HRM) important for organizations to gain competitive advantage. Human Resource Management is believed to have effect on knowledge, skills, abilities, attitudes and behavior of employees, hence the possibility for it to have effect on the performance of an organization (Den Hartog, 2004). Human resource management has become popular among organizations in their bid to earn and sustained their competitive advantage. Research reveals that organizations develop sustainable competitive advantage through effective management of valuable but scarce resources (Barney, 1991). Through the adoption of human resource management organizations are able to achieve and optimize resources, create effectiveness and consistently improve the organization and its employees.

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